



Illustrated Glossary of Gender-Related Terms

For the purposes of implementing CARE
projects and programmes



Purpose of this tool:

Provide an overview of gender related terms definitions to the different CARE teams. Without aiming to be exhaustive, this document seeks to assist in the formulation of the CARE project proposals, and be more relevant about gender. All the terms are illustrated by examples of CARE projects in the world.

Most of the definitions contained in this glossary are coming from the UN Women Training Centre's Glossary. When another glossary has been used, the definition will be followed by the specific source.

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Gender inequality in the world

- ♦ Women and girls constitute two-thirds of the world's poor and two-thirds of the world's illiterate adults¹.
- ♦ In June 2016, only 22.8% of women were elected in national parliaments in the world².
- ♦ 35% of women, or over 1 out of 3 women, report having experienced physical or sexual violence from their partner or someone else in their lifetime².
- ♦ More than 700 million women currently alive got married when they were teenagers (before their 18th birthday). Among them, more than one out of three – 250 million women – got married before their 15th birthday².

At professional level:

- ♦ About 50% of women receive an income for their work, against 77% of men³.
- ♦ In the world, 4 workers out of 10 are women².
- ♦ Women represent 31% of full-time workers - only 9.9% in the manufacturing industry².
- ♦ In most countries, women earn 70% to 90% of what men receive (men earn on average 110% to 145% more than women); in some Asian or Latin American countries, these figures are even lower².
- ♦ Women own and lead only 18.3% of all companies².
- ♦ Only 28% of employed women in the world benefit from adequate maternity leave².

¹ Centre d'Actualités de l'ONU, « L'égalité hommes-femmes au travail ne progresse pas suffisamment, selon l'OIT », March 2015

² UNESCO, La promesse de l'UNESCO : l'égalité des genres – une priorité globale, p. 1.

³ UN Women, "Facts and figures: Leadership and political participation", updated August 2016

Illustrated Glossary of Gender-Related Terms

Summary	4
I. Glossary in alphabetical order	6
A	
Access and control over resources.....	6
E	
Economic empowerment of women.....	6
Empowerment of women and girls.....	7
F	
Female genital mutilation	8
Feminization of poverty	8
Forced marriage / early marriage.....	9
G	
Gender.....	10
Gender analysis	10
Gender-based violence (GBV)	11
Gender blindness.....	12
Gender discrimination.....	12
Gender (or sexual) division of labor	13
Gender equality.....	14
Gender equity.....	14
Gender identity	15
Gender Inequality Index (GII)	16
Gender neutral, gender sensitive and gender transformative	16
Gender neutral language	17
Gender norms.....	18
Gender reassignment.....	18
Gender-responsive budgeting.....	19
Gender-sensitive indicators	19
Gender stereotypes.....	19
Glass ceiling	20

H

Heteronormativity.....	20
Human-rights based Approach (HRBA)	21

I

Intersectionality	21
-------------------------	----

M

Masculinity	22
-------------------	----

P

Patriarchy	23
Positive discrimination (Temporary special measures)	23
Power	24

R

Sexual and reproductive rights	25
--------------------------------------	----

S

Sex (biological sex)	26
Sex disaggregated data	26
Sexual orientation	27

T

Transgender and transsexuality	28
--------------------------------------	----

U

Unpaid care work	28
------------------------	----

II. Summary table of the projects	30
------------------------------------------------	-----------

III. Bibliography.....	33
-------------------------------	-----------

I. Glossary in alphabetical order

A

Access and control over resources

This concept includes three main notions: resources, access, and control.

Resources refer to means and goods, which can be economic (household income) or productive means (land, equipment, tools, work, credit); political means (ability for leadership, information and organization); and time.

Access and control have slightly different meanings. Access refers to the ability to use and benefit from specific resources (material, financial, human, social, political, etc.) whereas control over resources also entails being able to make decisions over the use of that resource.

For example, women's control over land implies that they can access land (use it), own land (can be the legal title-holders), and make decisions about whether to sell or rent the land. Access and control over resources is a key element of women's empowerment, and by extension, the achievement of gender equality.

NIGER – “Farming practices adaptation to climate change” (GARIC)

In the Maradi region, less than 10% of women are landowners. This project has raised awareness of the issues of land security through meetings where 166 participants, including 54 women, were brought together to debate and exchange their views. As well as increasing awareness and informing local actors about this issue, the discussions also allowed wider issues of land security to be identified at community and village level, and for concrete action to be proposed. Consequently, land commissions have been set up in 20 communities without any land structure, with female membership of these bodies being particularly valued and encouraged.

E

Economic Empowerment of women

Gender equality in economy refers to full and equal enjoyment by women and men of their economic rights and entitlements. It can be facilitated by enabling policies, supportive institutional environments and economic empowerment strengthening.

Economic empowerment is a cornerstone of gender equality that refers to the ability to succeed, advance economically, and the power to decide and act on economic decisions. Empowering women economically is a right that is essential for attaining gender equality and achieving broader development goals such as economic growth, poverty reduction, and improvements in health, education and social well-being.

MOROCCO– “Village Savings and Loan Associations” (VSLA)

The aim of this project is to support the social and economic inclusion and empowerment of vulnerable women, through the institutionalization of a new form of social support adapted to the poorest households – Village Savings and Loan Association or VSLA (where 80% of members are female). The central focus of this project is to empower women with a transformative approach to gender by strengthening their ability to act independently and by changing structural barriers to allow men and women to benefit from the same economic and social rights.

Empowerment of women and girls

It refers to strengthening confidence, expanding choices, greater access and control over resources but also refers to actions having an effect on structures and institutions which reinforce and perpetuate discrimination and inequality based on gender.

Commentary: According to CARE, empowerment comes from within: they are women who train themselves. It is a virtuous circle, as empowerment means that more women have the power to act, they acquire more power to assert themselves, and act on themselves. Thus, without coercion or domination, focus made both on the individual and on collective strengths advance the achievement of the objectives.

CARE defines women’s empowerment as a combined effect of changes:

- a woman’s own knowledge, skills and abilities (agency),
- the societal norms, customs, institutions and policies shaping her choices in life (structures), and
- the power relationships through which she negotiates her path (relations).

This comprehensive understanding of empowerment requires not only to increase women’s individual agency but also to change structural barriers in order to shift social and cultural norms, policies and key relationships in ways that allow women and men to step into new roles. It is key to understand that women’s empowerment is one of the approaches used by CARE to reach the ultimate goal of gender equality.

Sources:

CARE International, *Explanatory note on CARE gender focus*, July 2012

CARE International, *CARE International Gender Policy*, February 2009

ECUADOR – “For a greater social and economic autonomy of women living in poverty and vulnerable situations” (Más mujeres)

This project aims for greater social and economic autonomy for indigenous, Afro-Ecuadorian and mixed race women in vulnerable and impoverished situations. To achieve this, the project has set up a capacity-building programme for women; supports the creation of women’s producer associations; implements credit access for producer women that are heads of household; develops and supports inclusive business models and market access; promotes activities and visits where knowledge and experiences can be exchanged; and encourages action on government policies to support inclusive businesses and women-led value chains.

F

Female genital mutilation (FGM)

Female genital mutilation (FGM) includes all procedures that involve partial or total removal of the external female genitalia, or other injury to the female genital organs for non-medical reasons.

The practice is mostly carried out by traditional circumcisers who often play other central roles in communities, such as attending childbirths. However, more than 18% of all FGM are performed by health care providers, and the trend towards medicalization is increasing.

FGM is recognized internationally as a violation of the human rights of girls and women. It reflects deep-rooted inequality between sexes, and constitutes an extreme form of discrimination against women. It is nearly always carried out on minors and is a violation of the rights of children. The practice also violates a person's rights to health, security and physical integrity, the right to be free from torture and cruel, inhuman or degrading treatment, and the right to life when the procedure results in death.

Source: WHO, « Female mutilation », Media center fact sheet, updated February 2017

BENIN – “For the Justice and Rights of Women and Girls” (Etode)

This project combats cruel, degrading and inhuman treatment of women and girls, with a particular focus on female genital mutilation. To effectively respond to this situation, the action addresses the root causes of these acts, whilst also treating their consequences through prevention and rehabilitation activities conducted in an integrated rights-based approach (RBA) as favoured by CARE. This approach involves in particular:

- ♦ 3 advocacy events per year;
- ♦ 1 documentary film used as a behaviour change communication tool;
- ♦ 20 local strategies to reduce cruel, degrading and inhuman treatment of women and girls in the 20 communes;
- ♦ 200 school clubs for young people aged 13 to 24 and pupils' mothers' associations against acts of ill-treatment.

Feminization of poverty

A series of phenomena within poverty affect men and women differently resulting in poor women outnumbering poor men, women suffering more severe poverty than men, and female poverty displaying a noticeable marked tendency to increase largely due to the rising number of female-headed households. This set of phenomena has come to be termed the 'feminization of poverty'.

Although the idea of feminization of poverty has been questioned, it has underlined the need to acknowledge poverty affects men and women in different ways, and gender is indeed a factor — alike age, ethnic group and geographical location, among others, influence poverty and increase women's vulnerability to it.

CHAD – “Supporting households suffering food deficit and at risk of acute malnutrition in the departments of Biltine, Mègri and Kobé, region of Wadi Fira” 2016-2017

This project aims to strengthen food and nutritional security for poor and very poor households affected by the crisis in the Lake Chad region. Investigation to identify beneficiaries for these activities showed evidence of poverty becoming “feminized”; in other words, women in the region are more greatly affected by poverty than men, and this is magnified by the lack of fertile land.

Therefore, these activities primarily target women: distribution of cash and nutritional supplements; prevention activities and malnutrition screening; communication to increase knowledge on household practice regarding food hygiene and food use.

Forced marriage / early marriage

Forced or servile marriage shall mean any institution or practice whereby:

- A woman or female child, without the right to refuse, is promised or given in marriage for a sum in money or a consideration in kind to her parents, guardian, family or any other person or group of people;
- The husband of a woman or female child, his family or clan have the right to transfer her to another person for value received or otherwise;
- A wife on the death of her husband is liable to be inherited by another person.

Commentary:

- The parliamentary assembly of the Council of Europe specifies in its Resolution 1468 that:
- “Forced marriage [is defined] as the union of two persons at least one of whom has not given their full and free consent to the marriage.” (Article 4)
- “Child marriage [(or early marriage) is defined] as the union of two persons at least one of whom is under 18 years of age.” (Article 7)
- “The Assembly deplores the drastic effects of marriage on married children. Child marriage in itself infringes their rights as children. It is prejudicial to their physical and psychological welfare. Often an obstacle to school attendance, child marriages may be prejudicial to children's access to education and their intellectual and social development, in that they restrict their horizon to the family circle.” (Article 8)

Sources:

Parliamentary Assembly of the Council of Europe, Resolution 1468 – Forced marriages and child marriages, 2005

UNODC, Model Law against Trafficking in Persons, 1990

BENIN – “Girls’ Education in Gando region”

Ramatou, in her second year of Maréguinta’s primary school in Kalalè, is an 11-year-old girl who lives with her parents. Ramatou was arriving late to school almost every day and was occasionally absent from school for several days at a time. Ramatou’s parents named illness as the cause of these absences to her teacher. Through home monitoring carried out by girl-leaders during April 2012, the real cause was uncovered: Ramatou's parents were preparing her for marriage, which explained the child’s repeated absence and lateness. Following the home visit, the girl-leaders encouraged Ramatou’s parents to participate in a meeting to discuss her situation. Ramatou’s parents publicly abandoned their child’s early marriage, and so Ramatou has been able to resume her education with diligence.

G

Gender

The term gender refers to socially constructed identities, attributes and roles for women and men. Society's social and cultural meaning for these biological differences result in hierarchical relationships between women and men, and the distribution of power and rights favoring men and disadvantaging women. This social positioning of women and men is affected by political, economic, cultural, social, religious, ideological and environmental factors and can likewise be changed by culture, society and community.

Sources:

Committee on the Elimination of Discrimination against Women Forty-seventh session, General Recommendation No. 28 on the Core Obligations of States Parties under Article 2 of the Convention on the Elimination of All Forms of Discrimination against Women, 2010

Commentary:

Within CARE network, the definition of “gender” is continuously evolving due to the diversity of associated concepts and the complexity of its signification. From a binary understanding, it is evolving towards a greater integration of diverse gender identities. An example of a more inclusive definition can be as follows:

Gender: the condition of being perceived as a man, a woman or as being located between this binary, which is influenced by psychological, behavioral, social and cultural factors in an individual's life. Gender is independent of the sex assigned at birth or biological sex.

Source: Chambre de commerce gaie du Québec, Lexique LGBT sur la diversité sexuelle et de genre en milieu de travail, février 2014

FRANCE – Gender training for new staff

To ensure a minimum level of awareness among all CARE France employees on gender-related issues, training is provided for each new member of staff. In this way, although they may come from different backgrounds and may have different responsibilities within CARE France, all employees will understand the gender-based approach developed by the NGO and will be aware of the importance of gender in their professional and personal lives.

Gender analysis

Gender analysis is a critical examination of how differences in gender roles, activities, needs, opportunities and rights/entitlements affect men, women, girls and boys in certain situation or contexts.

Gender analysis examines the relationships between females and males, their access to and control over resources, and the constraints they face relative to one another. A gender analysis should be integrated into all sector assessments or situational analyses to ensure that gender-based injustices and inequalities are not exacerbated by interventions, and whenever possible greater equality and justice in gender relations are promoted.

CAMEROON – ‘Resilience and Socio-Economic Resistance of Women Facing Climate Hazards’ (ResoFemmes)

This project recognises that climatic events have a greater effect on women than any other vulnerable population, particularly because of their activities, leading to a higher mortality rate among women than men. In the far north region of Cameroon, only 56% of women have an income-generating occupation because of limited access to credit and a situation where infrastructure and the environment (distance of water points, lack of fuel wood) lead to them spending the majority of their time on domestic tasks. Strengthening women’s leadership through the project’s activities enables them to improve their economic, agricultural, health and decision-making skills, increasing consequently their resilience to climate change.

Gender-based violence (GBV)

GBV is an umbrella term for any harmful act that is perpetrated against a person’s will based on socially ascribed (gender) differences between females and males. The nature and extent of specific types of GBV vary across cultures, countries and regions. Examples include sexual violence, including sexual exploitation/abuse and forced prostitution; domestic violence; trafficking; forced/early marriage; harmful traditional practices such as female genital mutilation; honour killings; and widow inheritance. There are different kinds of violence including (but not limited to) physical, verbal, sexual, psychological, and socio-economic violence.

- ♦ **Physical violence:** Physical violence is an act attempting to or resulting in pain and/or physical injury. It includes beating, burning, kicking, punching, biting, maiming, the use of objects or weapons, or tearing out hair. At its most extreme, physical violence may lead to femicide, that is the gender-based killing of a woman. Some classifications also include trafficking and slavery in the category of physical violence because initial coercion is often experienced and young women and men involved end up becoming victims of further violence as a result of their enslavement.
- ♦ **Verbal violence:** Verbal abuse can include put-downs in private or in public, ridiculing, the use of swear-words that are especially uncomfortable for the other, threatening with other forms of violence the victim or somebody or something dear to them. Other times the verbal abuse is related to the background of the victim, insulting or threatening her on the basis of religion, culture, language, (perceived) sexual orientation or traditions.
- ♦ **Sexual violence:** Sexual violence includes many actions that are equally hurtful to every victim and are used similarly in the public and private sphere. Examples include rape (sexual violence including some form of penetration of the victim’s body), marital rape and attempted rape. Other types of forced sexual activities include being forced to watch somebody having sexual intercourse, forcing somebody to have sexual intercourse in front of others, forced unsafe sex, sexual harassment, and, in the case of women, abuse related to reproduction (forced pregnancy, forced abortion, forced sterilization).
- ♦ **Psychological violence:** Psychological violence can include, for example, threatening behaviors that do not necessarily involve physical violence or even verbal abuse. It can include actions that refer to former acts of violence, or purposeful ignorance and neglect of the other. Psychological violence may also be perpetrated through isolation or confinement, withholding information, disinformation, etc.
- ♦ **Socio-economic violence:** Socio-economic violence is both a cause and an effect of dominant gender power relations in societies. Some of the most typical forms of socio-economic violence include taking away the victim’s earnings, not allowing her to have a separate income (forced ‘housewife’

status, working in the family business without a salary), or making her unfit for work through targeted physical abuse. In the public sphere this can include denial of access to education or (equally) paid work (mainly to women), denial of access to services, exclusion from certain jobs, denial of the enjoyment and exercise of civil, cultural, social, or political rights.

BENIN – “For the Justice and Rights of Women and Girls” (Etode)

Advocacy for the popularization and application of laws against the abuse of women and girls at local, regional and national level (Law No.2011-26 of 9 January 2012).

Gender blindness

This term refers to the failure to recognize that the roles and responsibilities of men/boys and women/girls are assigned to them in specific social, cultural, economic, and political contexts and backgrounds. Projects, programs, policies and attitudes which are gender blind do not take into account these different roles and diverse needs. They maintain the status quo which will not help to transform the unequal structure of gender relations.

LEBANON – Resilient Market Systems Study 2016

Advocacy Lebanon welcomes many Syrian refugees. To address the falling opportunities for work, for both refugees and the host population, several humanitarian actors have carried out analyses on the lack of professional skills, setting up programmes to respond to this need. However, the opportunities offered to women are often based on traditional gender stereotypes and, in some cases, these options confine them into occupations with little economic potential. Through a study investigating gender-related barriers, CARE intends to help improve the humanitarian response by taking into account specific gender-related needs.

Gender discrimination

Gender discrimination is defined as: “Any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on the basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.”

Discrimination can stem from both law (de jure) or from practice (de facto). The CEDAW Convention recognizes and addresses both forms of discrimination, whether contained in laws, policies, procedures or practice.

Source: United Nations, Convention on the Elimination of all forms of Discrimination Against Women, 1979

BENIN - “Women’s rights promotion access to land ownership” (Atchè Mi Ton)

“I’ve been in a land dispute with my brother since the death of our father in 2011 when my brothers set about dividing my father’s inheritance without me, because I’m a woman. Faced with my brother’s refusal, I went to a legal expert who intervened as part of the VSLA. She met with my brother several times and she ended up convincing him that women should also be included in the distribution of inheritance. The Atchè mi ton initiative helped me obtain property rights with all the correct and updated documents. I am very happy to be a landowner like my brothers.”

A female member of a VSLA, Adankpé

Gender (or sexual) division of labor

This is an important concept in basic gender analysis that helps deepen understanding about social relations as an entry point to sustainable change through development. The division of labor refers to the way each society divides work among men and women, boys and girls, according to socially-established gender roles or what is considered suitable and valuable for each sex. Anyone planning a community intervention needs to know and understand the division of labor and allocation of assets on a sex-and-age disaggregated basis for every community affected by development interventions. Within the division of labor, there are several types of roles:

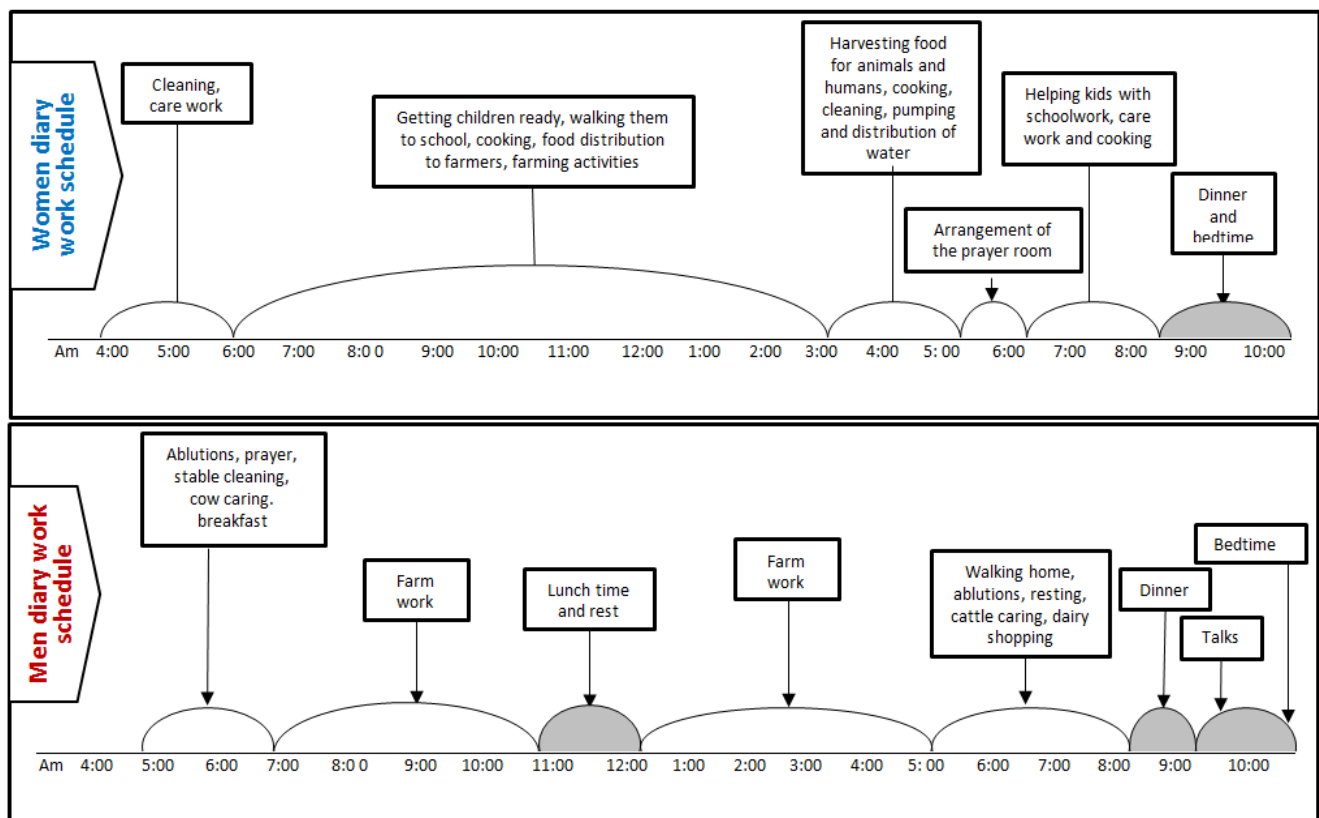
Productive roles: Activities carried out by men and women in order to produce goods and services either for sale, exchange, or meet the subsistence needs of the family.

Reproductive roles: Activities needed to ensure the reproduction of society's labor force. This includes house work like cleaning, cooking, childbearing, rearing, and caring for family members. These tasks are done mostly by women.

Community managing role: Activities undertaken primarily by women at the community level, as an extension of their reproductive role, ensuring the provision and maintenance of scarce resources such as the collective consumption of water, health care and education. This is voluntary unpaid work performed during "free" time.

Community politics role: Activities undertaken primarily by men at the community level often within the framework of national politics. This officially-recognized leadership role may be paid directly or result in increased power or status.

BANGLADESH - "Community-based adaptation program" (Where the Rain Falls) - Farmers' diary work schedule disaggregated between men and women



Gender equality (or equality between men and women)

Gender equality refers to equal rights, responsibilities and opportunities of women and men, girls and boys. Equality does not mean that women and men are equal but that rights, responsibilities and opportunities of women and men will not depend on whether they are born with a certain sex. Gender equality implies that interests, needs and priorities of women and men are taken into consideration, and recognizes the diversity of different groups of women and men. Gender equality is not a women's issue but concerns and involves men as well as women. Equality between women and men is considered a human rights issue and therefore a requirement as an indicator of people-centered development.

Commentary: UNAIDS adds that gender equality—or equality between men and women—is a recognized human right which reflects the idea that all human beings, both men and women, are free to develop their personal abilities and make choices without any limitations set by stereotypes, rigid gender roles or prejudices. Gender equality means that different behaviors, aspirations and needs of women and men are considered, valued and favored equally. It also signifies that there is no discrimination on the grounds of a person's gender in the allocation of resources or benefits, or in access to services. Gender equality may be measured in terms of whether there is equality of opportunities or equality of results.

Source: UNAIDS, Terminology guidelines, 2015

According to CARE's definition, it means the same right to the enjoyment of rights, opportunities, resources and rewards for all women, children and men. Equality does not mean that women and men are the same but that their enjoyment of rights, opportunities, and equal opportunities should not be limited by the fact of being born male or female.

Source: CARE International, CARE International Gender Policy, February 2009

MOROCCO – Local Governance and Women's Rights

Over the last ten years, constitutional laws have raised civil society to the position of a partner and have made equality a core principle in Morocco. However, this legal progress has been followed by very little implementation: few towns have set up Commissions for Equality and Equal Opportunities, and still only 12% of town councillors are women.

To overcome this, the project intends to develop and distribute online tools to monitor government policy and accountability; to train CSOs and local representatives to use them; to publish half-yearly reports monitoring policy; to promote debate among citizens on questions related to government policy; to encourage advocacy campaigns focusing on constitutional issues surrounding social

Gender Equity

The preferred terminology within the United Nations is gender equality rather than gender equity. Gender equity denotes an element of interpretation of social justice usually based on tradition, custom, religion or culture, which is most often to the detriment of women. The CEDAW committee underlines that: "States parties are called upon to use exclusively the concepts of equality of women and men or gender equality and not to use the concept of gender equity in implementing their obligations under the Convention."

The latter concept is used in some jurisdictions to refer to fair treatment of women and men, according to their respective needs. This may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities”.

Commentary: According to UNESCO, gender equity means fairness of treatment for women and men, according to their respective needs (...).Equity represents the idea of “what is fair”. Its approach aims at correcting existing inequalities to reach equal chances (or opportunities) between women and men, taking into account their needs and specific interests. For historical, social or biological reasons, those needs and interests might be expressed in a different way.

CARE adds that gender equity is about what it takes to achieve equality given existing inequalities - and that is about justice in the distribution of resources, opportunities and rewards between women, men, girls and boys. It recognizes that power relations between girls and boys as well as between men and women are unequal and that those inequalities have to be taken into account.

Source: CARE INTERNATIONAL- Agnes Otzelberger, “Tackling the double injustice of climate change and gender inequality”, CARE International 2014.

Gender mainstreaming is a globally recognized strategy for achieving gender equality. This strategy aims to give prominence to personal problems and experiences of women and men in the formulation, implementation, monitoring and evaluation of policies and programs in all political, economic and social contexts so that women and men benefit equally from it and that inequality is in fact discarded.

CUBA - “Support to the livestock sector, especially to women producers, to improve food security” (Mujeres Ganaderas) – 2015-2016

The Mujeres Ganaderas project contributes to food security and climate change adaptation for women who keep livestock. By offering various training programmes, such as gender equality training and 6 training workshops to improve women’s skills in the area of livestock, this project enables these women to increase the quantity and quality of their production, whilst strengthening their independence. In this way, gender equality is targeted through relevant gender-focused strategies.

Gender Identity

Gender identity refers to a person’s innate, deeply felt internal and individual experience of gender, which may or may not correspond to the person’s physiology or designated sex at birth. It includes both the personal sense of body which may involve, if freely chosen, modification of bodily appearance or function by medical, surgical, or other means, and other expressions of gender, including dress, speech, and mannerisms.

This concept can be completed with reference to LGBTI people, standing for “lesbian, gay, bisexual, transgender and intersex people”. Although it is preferable to avoid abbreviations when possible, LGBTI (or LGBT) has gained recognition because it emphasizes a diversity of sexuality and gender identities.

Sources:

UNFPA and Promundo (2010). Engaging Men and Boys in Gender Equality and Health. A Global toolkit for action; UNAIDS (2011). UNAIDS Terminology Guidelines.
UNAIDS, *Terminology guidelines*, 2015

Gender Inequality Index (GII)

In 2010, the UNDP (United Nations Development Program) developed a new index for measuring gender disparity, called the Gender Inequality Index (GII). The index ranges from zero, which indicates that women and men fare equally, to one, which indicates that women fare as poorly as possible in all measured dimensions.

This index is a composite measure which shows the loss in human development due to inequality between female and male achievements in three dimensions: reproductive health measured by maternal mortality ratio and adolescent birth rates; empowerment measured by proportion of parliamentary seats occupied by females and proportion of adult females and males aged 25 years and older with at least some secondary education; and economic status (expressed as labour market participation) measured by labour force participation rate of female and male populations aged 15 years and older.

According to the index, there is no country in the world where women are equal to men. In other words, gender equality still remains a distant reality.

Source: UNDP, Gender Inequality Index

Gender-neutral, gender-sensitive, and gender transformative

The primary objective behind gender mainstreaming is to design and implement development projects, programs and policies that:

1. Do not reinforce existing gender inequalities (Gender Neutral)
2. Attempt to redress existing gender inequalities (Gender Sensitive)
3. Attempt to redefine women and men's gender roles and relations (Gender Positive Transformative)

2015-2016 France - CARE International Gender Marker

CARE's Gender Marker is a self-assessment tool that measures the integration of gender into programming measured along the CARE Gender Continuum (from harmful to transformative). The Gender Marker enables CARE to track, improve and support more effective, gender equitable programming using grades from 0 to 4. The Gender Marker is used in conjunction with Monitoring, Evaluation and Accountability systems, which measure outcomes for all members of the target population.

The degree of integration of a gender perspective in any given project can be seen as a continuum				
Gender negative	Gender Neutral	Gender sensitive	Gender positive	Gender transforma- tive
Gender inequalities are reinforced to achieve desired development outcomes. Use of gender norms, roles and stereotypes that reinforce gender inequalities.	Gender is not considered relevant to development outcome. Gender norms, roles and relations are not affected (worsened or improved).	Gender is a means to reach set development goals. Addressing gender norms, roles and access to resources is needed to reach project goals.	Gender is central to achieving positive development outcomes. Changing gender norms, roles and access to resources is key component of the project outcomes.	Gender is central to promoting gender equality and achieving positive development outcomes. Transform unequal gender relations to promote shared power, control of resources, decision-making, and support for women's empowerment.



Gender-neutral language

Gender-neutral language – also known as gender-inclusive language, inclusive language, or gender neutrality – aims to increase women's visibility in various communications and to replace sexist turns of phrase with non-sexist expressions or alternatives.

Source: CARE France, *Guide de féminisation des textes*, 2016

Commentary: Various techniques can be used, including the use of epicene words when the language and the situation allow it. Epicene words are the ones that are similar for masculine and feminine use.

Source: Fédération Wallonie-Bruxelles Culture, *Mettre au féminin, Guide de féminisation des noms de métiers, fonction, grade ou titre*, 2014

France - Human resources standard documents

In job descriptions, job advertisements or contracts produced by CARE France, gender-neutral language is employed, with particular use of generalized epicene terms, such as 'person', 'staff', and 'personnel'. Plural subjects should be used in case of unspecified gender to avoid awkward use of pronouns. Where it is not relevant, a person's gender should not be mentioned.

Gender norms

Gender norms are ideas about how men and women should be acting. We internalize and learn these “rules” early in life. They set- up a life-cycle of gender socialization and stereotyping. In other words, gender norms are the standards and expectations to which gender identity generally conforms within a range that defines a particular society, culture and community at that point in time.

Niger – “Men Engage Initiative”

The Engaging Men strategy proposes an approach that is based on empowering women and working with men as allies. It is a multi-level approach, aiming to change cultural and social norms.

LEVEL	APPROACH AT THIS LEVEL	ROADMAP
I. Individual / Couple / Household / Village	Behaviour Change Group	For each level, 6 steps: understanding motivation action monitoring-evaluation learning adaptation/innovation
II. Community / Inter-village	Gender Equality/Equity Platform	
III. Town / Elected Representatives / Leaders	Action with leaders, elected representatives	
IV. National / Civil Society / Political Parties	Advocacy through social activism – action with the National Political Dialogue Council (CNDP)	

Combining monitoring-evaluation and learning provides a better guarantee of a dynamic approach, allowing continuous adaptation and innovation. Monitoring-evaluation without learning will not contribute to adaptation and innovation, nor would learning without good monitoring-evaluation.

Gender Reassignment

The term used to define the legal process whereby a person is formally recognized by the State in his/her "new" gender role.

Sources: European Parliament, Directorate General for Internal Policies, Policy Department C: Citizens' Rights and Constitutional Affairs - Civil Liberties, Justice and Home Affairs, “Transgender Persons' Rights in the EU Member States”, Brussels 2010

Gender Marker Ecuador – Projects national legal framework

Ecuador has approved the Organic Law of the National Identity and Civil Data Management Service, which among other things, allows individuals over the age of 18 to change their name on identification documents and indicate their ‘gender’, rather than their ‘sex’. Ecuador has also developed protocols for LGBT people in prison.

Gender-responsive budgeting

Gender-responsive budgeting or GRB is a method of determining the extent to which government expenditure has detracted from or come nearer to the goal of gender equality. A gender-responsive budget is not a separate budget for women, but rather a tool that analyzes budget allocations, public spending and taxation from a gender perspective and can be subsequently used to advocate for reallocation of budget line items to better respond to women's priorities as well as men's making them, as the name suggests, gender-responsive.

Morocco – Projects national legal framework

Projects carried out in Morocco fall within a national legal framework that promotes a 'gender-sensitive budgetary position'. Indeed, the Prime Minister's policy letter on developing the 2007 budget proposal shows sensitivity to gender through the process of credit universalization and results-based management. This means using gender-sensitive indicators and analyzing the programs and budgets that help women from most ministerial departments.

Gender sensitive indicators

Gender sensitive indicators:

- deal with gender disparities and inequalities that one aims to address;
- require the collection of disaggregated data by sex, age, socioeconomic and ethnic group;
- have to be considered in a long-term perspective (as social change takes time);
- use participatory methods: women and men take part actively to the planning of performance measurement framings, their implementation and the conclusive discussions.

Source: UNESCO, « Indicateurs qualitatifs et quantitatifs sensibles au genre », July 2009

Morocco – Local Governance and Women's Rights Project

Objectively verifiable gender-sensitive indicators have been put into place so as to be able to measure developments related to this project:

1. Increases in the number of measures (laws, initiatives, projects, etc.) taken in favor of young people and women at local level.
2. Increases in the number of women and young people being elected into councils as provided for in the Constitution.

Gender stereotypes

Gender stereotypes are simplistic generalizations about the gender attributes, differences and roles of women and men. Stereotypes are often used to justify gender discrimination more broadly. They can be reflected and reinforced by traditional and modern theories, laws and institutional practices. Messages reinforcing gender stereotypes and the idea that women are inferior come in a variety of "packages" – from songs and advertising to traditional proverbs.

Romania – “Unwanted pregnancy prevention program” (SERA)

A dominant stereotype would be that team members (social workers and nurses) are principally women, as they are often seen as more attentive to and concerned by questions of contraception than men. However, staff recruitment does not follow these stereotypes, but instead is open to male candidates, in particular because a mixed team increases male awareness and inclusion in the programme.

Glass ceiling

The term “glass ceiling” is a metaphor that has often been used to describe invisible barriers (“glass”) through which women can see elite positions, for example in the government or private sector, but cannot reach them (coming up against the invisible “ceiling”). These barriers prevent large numbers of women and ethnic minorities from obtaining and securing the most powerful, prestigious, and highest-paying jobs in the workforce.

Niger – “Farming practices adaptation to climate change” (GARIC)

“If you knew how much I have been able to change, you would better understand what ‘Women Engineers’ has changed here... I am a young woman and I was able to be elected as town councilor in the first local elections in the country! And I’m not planning on stopping there.”

Nana Boukari, 33, town councilor for Tchadoua and MMD village officer for Wakasso.

H

Heteronormativity

Heteronormativity is an expression used to describe or identify a social norm relating to standardized heterosexual behavior, whereby this standard is considered to be the only socially valid form of behavior and anyone who does not follow this social and cultural posture is placed at a disadvantage in relation to the rest of society. This concept is the basis of discriminatory and prejudiced arguments against LGBT, principally those relating to the formation of families and public expression.

Cameroon – “Continuum of Prevention, Care and Treatment (CoPCT) of HIV/AIDS with most-at-risk-Populations” (CHAMP) – 2014-2019

In Cameroon, heteronormativity is so dominant that the LGBTI community is discriminated against, stigmatised and even forbidden by the law. One of the results of this project has been an improvement in the local political environment for homosexuals and sex workers through non-discriminatory access to healthcare.

Human rights-based approach (HRBA)

A human rights-based approach entails consciously and systematically paying attention to human rights in all aspects of program development.

A HRBA is a conceptual framework for the process of human development that is normatively based on international human rights standards and operationally directed in promoting and protecting human rights. The objective of the HRBA is to empower people/rights-holders to realize their rights, and strengthen the State/duty-bearers to comply with their human rights obligations and duties. States' obligations in human rights require them to respect, protect and fulfill women's and girls' rights, along with the rights of men and boys. When they fail to do so, the United Nations has a responsibility to work with partners to strengthen capacity to more effectively realize that duty.

A human rights-based approach (HRBA) to gender issues uncovers how human rights issues affect women and men differently, how power relations and gender-based discriminations affect the effective enjoyment of rights by all human beings. HRBA and gender mainstreaming are two of the five UN programming principles - the others are results-based management, environmental sustainability and capacity-development. As such, every UN staff member should use them in their programming work.

Guatemala – “Promoting exercise and defense of rights by Garifunas and Mayas communities”

In Guatemala, the indigenous Maya and Garifuna peoples are often marginalised and denied of their human rights. Women's organisations are often set up to promote respect for the individual and collective human rights of this community within Guatemalan society. But against a background of exclusion and violence, the work of these women is widely criminalised. Moreover, the political authorities responsible for protecting human rights are unaware of the situation faced by Maya and Garifuna women.

CARE aims to provide Maya and Garifuna women with the technical, political and organisational skills needed to promote, defend and exercise their rights. This project also supports dialogue with local and national authorities to create lasting respect for the rights of these communities.



Intersectionality

Intersectionality is a feminist theory, a methodology for research, and a springboard for a social justice action agenda. It starts from the premise that people live multiple, layered identities derived from social relations, history and the operation of structures of power. People are members of more than one community at the same time, and can simultaneously experience oppression and privilege (e.g. a woman may be a respected medical professional yet suffer domestic violence in her home). Intersectional analysis aims to reveal multiple identities, exposing the different types of discrimination and disadvantage that occur as a consequence of the combination of identities.

Source : AWID (Association for Women Right's Development), Les droits de la femme et le changement économique, n°9, August 2004.

Guatemala—“Dignity and justice for Mayas and Garífunas”

Mayas and Garífunas women have several identities: women, indigenous, and living in isolated rural areas. Often subject to stereotypes, those women suffer different kinds of treatments due to their various identities: exploitation, exclusion, marginalization, oppression, and dehumanization ; in the different social, political, economic, cultural and ideological spheres. This project addresses this phenomenon of intersectionality through the following goals:

1. Empower Mayas and Garífunas women in term of defense for their rights.
2. Empower justice operators to consider specific needs Mayas and Garífunas women have (in term of language, cosmovision, relations).
3. Create debate spaces and networks to amplify Mayas and Garífunas women’ abilities to defend their rights publicly.

M

Masculinity

A gender perspective, or way of analyzing the impact of gender on people's opportunities, social roles and interactions, allows us to see that there is pressure on men and boys to perform and conform to specific roles. Thus, the term masculinity refers to the social meaning of manhood which is constructed and defined socially, historically and politically, rather than being biologically driven. There are many socially constructed definitions for being a man, these can change over time and from place to place. The term relates to perceived notions and ideals of how men should or are expected to behave in a given setting. Masculinities are not just about men; women perform and produce the meaning and practices of masculine as well.

Commentary: This definition refers to concepts that could be further refined and developed. It should be first noted that “the masculinity” does not exist; many masculinities coexist, just as many femininities do. In addition, some analysts prefer to use the term “hegemonic masculinity” to refer to the social pressure exerted on men to conform to behaviors perceived as masculine, as described in UNWomen definition.

Being a man or a woman is a social, historical and political construction rather than just a biological state. The specific words “femininities” or “masculinities” refer to socially interpreted perceptions of what it means to be a man or a woman which is linked with manhood and womanhood, and the way men and women are supposed to behave in particular circumstances. Those social perceptions are numerous, they can vary according to some socially constructed definitions that can evolve with time and space.

Balkans – “Be a man”: awareness workshops in schools

A programme participant tells of behaviour within his community perceived as reserved for men: “I think that previously, in our region, there was a long-standing belief that men could eat the bread, not the women. So we asked ourselves, why couldn’t women too? There should not be any difference between men and women, only their sex is different.”

Participant, Sarajevo

The term “hegemonic masculinity” refers to preconceived notions and ideals on how men are supposed to behave in a specific context.

They exert an invisible pressure on men and boys who unconsciously try to conform to this predominant and particular idea of “what is a man” in a given culture.

Source: CARE International, Module 5 « Men engagement »

Balkans – “Be a man”: awareness workshops in schools

Through the support of the Young Men Initiative Program set up in the Balkans, CARE wishes to use an innovative medium of communication – a theatrical piece performed by young male activity participants – to cover themes of masculinity and the way it is constructed by our cultures and social norms, as a point of departure for discussion of the discrimination women face.

P

Patriarchy

This term refers to a traditional form of organizing society that often lies at the root of gender inequality. According to this kind of social system, men, or what is considered masculine, is accorded more importance than women, or what is considered feminine. Traditionally societies have been organized in such a way that property, residence, descent, as well as decision-making regarding most areas of life have been the domain of men. This is often based on appeals to biological reasoning (women are more naturally suited to be caregivers, for example) and continues to underlie many kinds of gender discrimination.

Benin – “Women’s rights promotion access to land ownership” (Atchè Mi Ton)

Various obstacles and difficulties prevent lasting access to land for women living in rural areas and are the basis of their instable land situation: their ignorance of legal texts, their high illiteracy rate, or the large number of marriages that are not recorded by a registrar. The patriarchal influence that underpins these causes perpetuates inequality, arising from the status of women in traditional law that allows for domination over women, particularly during conflict resolution.

Positive discrimination (or Temporary special measures)

This term refers to actions aimed at accelerating de facto equality between women and men that may, in the short term, favor women (...).

The CEDAW convention (Article 4, paragraph 1) clarifies that *“Adoption by States parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.”*

Temporary: Such measures should therefore not be deemed necessary forever, even though the meaning of “temporary” may, in fact, result in the application of such measures for a long period of time. Temporary special measures must be discontinued when their desired results have been achieved and sustained for a period of time.

Special: The term “special”, though being in conformity with human rights discourse, also needs to be carefully explained. Its use sometimes casts women and other groups who are subject to discrimination as weak, vulnerable and in need of extra or “special” measures in order to participate or compete in society. However, the real meaning of “special” in the formulation of article 4, paragraph 1 of CEDAW, is that the measures are designed to serve a specific goal.

Measures: The term “measures” encompasses a wide variety of legislative, executive, administrative and other regulatory instruments, policies and practices, such as outreach or support programs; allocation and/or reallocation of resources; preferential treatment; targeted recruitment, hiring and promotion; numerical goals connected with time frames; and quota systems. The choice of a particular “measure” will depend on the context in which article 4, paragraph 1, is applied and on the specific goal it aims to achieve.

Chad – “Emergency assistance for vulnerable populations affected by the crisis in Chad Lake region”

This project is committed to supporting displaced persons/returnees/refugees and their host communities. The focus on improving food security and protecting livelihoods sets up temporary special measures, which cover a reduced emergency period and are offered to women as a priority. In this way, 85% of the 2300 households receiving coupons, 65% of the 450 households receiving farming aid and 75% of the 750 households benefiting from Cash for Work activities are headed by women.

Power

Power involves the ability, skill or capacity to make decisions and take action; physical force or strength. The exercise of power is an important aspect of relationships. The more power a person has, the more choices are available to that person. People who have less power have fewer choices and are therefore more vulnerable to abuse. When women’s movements, feminist groups and development organizations help people acquire “power” individually and collectively, they do not necessarily understand power in its traditional sense of domination or “power over.” Instead, they have agreed that there are several kinds of power involved in the empowerment process. These four dimensions are called: power over, power to, power with and power from within.

Power over: Mutual and exclusive relationship of domination or subordination which implies that power only exists in limited quantity. This power is exerted over someone or, in a less negative way, allows someone to “be guided”. It triggers passive or active resistance.

Power to: Aptitude to take decisions, to exert authority and to find creative and stimulating solutions to problems. This notion thus entails intellectual aptitudes (knowledge and know-how) and economic means, such as the capacity to access and control productive means and to benefit from it.

Power with: Social or political power which highlights the notion of common purpose or understanding, as well as the ability to get together to negotiate and defend a common goal (individual and collective rights, political ideas such as lobbying, etc.). Collectively, people feel they have power when they can get together and unite in search of a common objective, or when they share the same vision.

Power within: This notion of power refers to self-awareness, self-esteem, identity and assertiveness (knowing how to be). It refers to how individuals, through self-analysis and internal power, can influence their lives and make changes.

India - “Evolving a Women-centred Model of Extension of Improved Cook Stoves for Sustained Adoption at Scale”

The main objective of the project is to promote the adoption of renewable energy stoves among forest-dependent households. The project builds on training women and raising awareness of the effects of using fuel wood on health and the environment. In doing so, it helps to empower these women by providing them with the skills needed to identify the solutions for their needs, to pass on information to their families and take decisions regarding fuel choice, as they use the stoves the most.

R

Sexual and reproductive rights

Sexual and reproductive rights embrace human rights that are already recognized in national laws, international human rights documents, and other consensus statements. They include the right of all persons, free of coercion, discrimination and violence, to:

- ✓ the highest attainable standard of sexual health, including access to sexual and reproductive health care services;
- ✓ seek, receive and impart information related to sexuality;
- ✓ sexuality education;
- ✓ respect for bodily integrity;
- ✓ choose their partner;
- ✓ decide to be sexually active or not; consensual sexual relations;
- ✓ consensual marriage;
- ✓ decide whether or not, and when, to have children;
- ✓ pursue a satisfying, safe and pleasurable sexual life.

Romania – “Unwanted pregnancy prevention program” (SERA)

The mobile family planning program set up by CARE France and its partner, SERA, in Romania, promotes improved access to reproductive health services and enables women and men to have the number of children they want, at the time they choose. In remote areas of the country, mobile two-person teams (nurse and social worker) travel to meet with women who are at risk of abandoning their child/children.

S

Sex (biological sex)

Physical and biological characteristics that distinguish males and females.

Benin – “A call for life, fighting against maternal and infant mortality”

In Ouinhi, one of the poorest towns in Benin, healthcare coverage is at 67%, against a national figure of 89%. Due to misreading signs of complications during pregnancy, poor access to information and delays in seeking obstetric care because of geographical isolation, maternal and infant mortality is very high. It is therefore a biological difference (that women can have children and men cannot) that is making women more vulnerable.

This project builds on community engagement and networking between different healthcare actors so as to increase their skills and knowledge. In each of the 35 villages, a community volunteer is given a mobile phone and is made responsible for monitoring pregnancies and new mothers, as well as being the link between healthcare centres and these women.

Sex-disaggregated data

Sex-disaggregated data is data that is cross-classified by sex, presenting information separately for men and women, boys and girls. Sex-disaggregated data reflect roles, real situations, general conditions of women and men, girls and boys in every aspect of society. For instance, the literacy rate, education levels, business ownership, employment, wage differences, dependents, house and land ownership, loans and credit, debts, etc. When data is not disaggregated by sex, it is more difficult to identify real and potential inequalities. Sex-disaggregated data is necessary for effective gender analysis.

Haiti - “Neighborhood design of the Carrefour community” (Katye Nou Pi Bèl)

Indicators for the project’s activities are broken down by sex, with the number of women displayed alongside the total number of beneficiaries for each activity.

Economic Development			
Activities	Indicators	Total	Women
Urban horticulture	Number of people receiving a garden	145	81
Solid waste	Number of people receiving a plant	4	1
VSLA	Total number of people participating in VSLA programme (for 45 groups)	6	2

Governance			
Activities	Indicators	Total	Women
Community platform	Number of members	24	9
CBO networks	Total number of members for the 4 networks	40	7
Training	Number of participants in training courses	115	23
Infrastructure			
Activities	Indicators	Total	Women
Building pipelines	Total number of members on maintenance committees	35	9
Water kiosk construction	Number of committee members on water kiosk management committees	5	1

Sexual orientation

Sexual orientation refers to each person's capacity for profound emotional, affectional and sexual attraction to, intimate and sexual relations with, individuals of a different sex/gender or the same sex/gender or more than one sex/gender. Basically there are three predominant sexual orientations: towards the same sex/gender (homosexuality), towards the opposite sex/gender (heterosexuality) or towards both sexes/genders (bisexuality).

Source: Yogyakarta Principles on the application of International Human Rights Law in relation to sexual orientation and gender identity, March 2007

Cameroon – “Continuum of Prevention, Care and Treatment (CoPCT) of HIV/AIDS with most-at-risk-Populations” (CHAMP) - 2014-2019

Cameroon, the prevalence of AIDS among sex workers is 36.9% nationally. This project firstly targets sex workers, especially men having sex with other men, and the clients of sex workers, who are the most vulnerable to HIV. A study highlighted that only 25.8% of participants revealed their sexual orientation; a trend that can be explained by the stigmatization and discrimination shown towards these populations by healthcare services.

T

Transgender & transsexuality

Transsexual person: is understood to refer to a person who has changed sex and/or has undergone hormonal therapy.

Transgender person: persons whose sexual identity differs from social expectations associated to the biological and physical sex they are born with. This is a broader definition which includes pre-operative and post-operative transsexual persons, but also persons who do not choose to undergo or do not have access to operations and/or hormonal therapy. The definition also includes cross-dressers, transvestites and other people who cannot fit the categories of 'male' or 'female'. Being transgender is not a sexual orientation; transgender persons can have any sexual orientation. It is important to acknowledge that some people can fit under this definition of transgender but cannot be identified as such.

Sources: European Parliament, Directorate General for Internal Policies, Policy Department C: Citizens' Rights and Constitutional Affairs - Civil Liberties, Justice and Home Affairs, "Transgender Persons' Rights in the EU Member States", Brussels 2010

Guatemala – Projects national legal framework

In November 2015, the country adopted the Strategy for Comprehensive and Differentiated Health Care for Trans Persons in Guatemala 2016-2030.

U

Unpaid care work

The term unpaid care work encompasses all the daily activities that sustain our lives and health, such as house work (food preparation, cleaning, laundry) and personal care (especially of children, the elderly, people who are sick or have a disability). These activities are most commonly performed by women in the household for free.

According to the United Nations Millennium Campaign to halve world poverty by the year 2015, the overwhelming majority of the work that sustains daily life – growing food, cooking, raising children, caring for the elderly, maintaining a house, hauling water – is performed by women, and this work is universally accorded low status and little or no pay.

The little social and economic value assigned to this work contrasts sharply with its actual importance to families and society at large. In fact, feminist economists have shown that care is the invisible base of the socio-economic system. However, because care work is considered "women's work" it is mostly unpaid; because it is not assigned a monetary value, it is not measured; because it is not visible, it is not taken into account in policymaking.

Informal Unpaid Care Work Belatedly Recognized by the UN

The Rio+20 Outcome Document, published in 2012, recognizes for the first time that unpaid care work contributes substantially to human well-being and sustainable development but poses a disproportionate burden on women and girls. Unpaid care work supports the market sector by lowering the cost that employers must sustain to maintain employees and their families. It also supports the public sector by offering health services, sanitation, water and child care when public provision of such services is lacking or insufficient.

Chad – “Improving resilience for households affected by the food crisis in the Eastern region”

Preliminary investigations have shown that women, often left alone in their village by their husband, have the heavy burden of ensuring the daily survival of the family, requiring intense physical effort and resulting in stress from the extreme economic insecurity. To combat this, the project provides training for women to increase their knowledge and skills in various areas relating to their day-to-day life: child nutrition, personal and water hygiene, small income-generating activities, tontines... This allows them to develop strategies to better deal with this situation.

II. Summary table of the project

TERM	COUNTRY	PROJECT NAME
Access and control over resources	Niger	"Farming practices adaptation to climate change" (GARIC)
Economic empowerment of women	Morocco	"Village Savings and Loan Associations" (VSLA)
Empowerment of women and girls	Ecuador	"For a greater social and economic autonomy of women living in poverty and vulnerable situations" (Más mujeres)
Female genital mutilation (FGM)	Benin	"For the Justice and Rights of Women and Girls" (Etode)
Feminization of poverty	Chad	"Supporting households suffering food deficit and at risk of acute malnutrition in the departments of Biltine, Mègri and Kobé, region of Wadi Fira" 2016-2017
Forced marriage / early marriage	Benin	"Girls' Education in Gando region"
Gender	France	Gender training for new staff
Gender analysis	Cameroon	"Resilience and socio-economic resistance of women facing climate hazards" (ResoFemmes)
Gender-based violence (GBV)	Benin	"For the Justice and Rights of Women and Girls" (Etode)
Gender blindness	Lebanon	Resilient Market Systems Study 2016
Gender discrimination	Benin	"Women's rights promotion access to land ownership" (Atchè Mi Ton)
Gender (or sexual) division of labor	Bangladesh	"Community-based adaptation program" (Where the Rain Falls)
Gender equality	Morocco	"Local governance and women's rights"

Summary table of the project

TERM	COUNTRY	PROJECT NAME
Gender equity	Cuba	“Support to the livestock sector, especially to women producers, to improve food security” (Mujeres Ganaderas) – 2015-2016
Gender identity	International	Care international gender network, <i>Good practices framework – Gender analysis</i> , May 2012
Gender Inequality Index (GII)	Mali	“Marginalized girls’ education and training”
Gender neutral, gender sensitive and gender transformative	France	CARE International Gender Marker
Gender neutral language	France	Human resources standard documents
Gender norms	Niger	“Men Engage Initiative”
Gender reassignment	Ecuador	Projects national legal framework
Gender-responsive budgeting	Morocco	Projects national legal framework
Gender-sensitive indicators	Morocco	“Local governance and women’s rights”
Gender stereotypes	Romania	“Unwanted pregnancy prevention program” (SERA)
Glass ceiling	Niger	“Farming practices adaptation to climate change” (GARIC)
Heteronormativity	Cameroon	“Continuum of Prevention, Care and Treatment (CoPCT) of HIV/AIDS with most-at-risk- Populations” (CHAMP) – 2014-2019
Human rights-based approach	Guatemala	“Promoting exercise and defense of rights by Garifunas and Mayas communities”

Summary table of the projects		
TERM	COUNTRY	PROJECT NAME
Intersectionality	Guatemala	"Dignity and justice for Mayas and Garífunas"
Masculinity	Balkans	"Be a man": awareness workshops in schools
Patriarchy	Benin	"Women's rights promotion access to land ownership" (Atchè Mi Ton)
Positive discrimination (Temporary special measures)	Chad	"Emergency assistance for vulnerable populations affected by the crisis in Chad Lake region"
Power	India	"Evolving a Women-centred Model of Extension of Improved Cook Stoves for Sustained Adoption at Scale"
Sexual and reproductive rights	Romania	"Unwanted pregnancy prevention program" (SERA)
Sex	Benin	"A call for life, fighting against maternal and infant mortality"
Sex-desegregated data	Haiti	"Neighborhood design of the Carrefour community" (Katyè Nou Pi Bèl)
Sexual orientation	Cameroon	"Continuum of Prevention, Care and Treatment (CoPCT) of HIV/AIDS with most-at-risk- Populations" (CHAMP) - 2014-2019
Transgender and transsexuality	Guatemala	Projects national legal framework
Unpaid care work	Chad	"Improving resilience for households affected by the food crisis in the Eastern region"

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To go further

For further information regarding projects implemented by CARE France, please visit our website www.carefrance.org or contact us via info@carefrance.org.

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